

EXHIBIT 2740

(Part 1 of 2)

DOCUMENT

PLACEHOLDER

This Document was Produced in Native Format



2740.1

INTUIT_052841

Confidential - Attorneys' Eyes Only

Focal Decisions 2005

Communications Session for Senior Leaders (Level 2 & 3 Managers)

*"Differentiating Performance for Results...
Differentiating Pay Decisions for Performance"*

Jim Grenier
June, 2005

Intuit Confidential

Revised: May 9, 2005



Pay Decisions 2005 - Agenda

4 Chapters...

1. An "Executive Summary" . . . Headlines
2. Focal Review - The Framework & Context
 - Performance Evaluation
 - Retention
 - A Calibration Tool
 - Tips for Gaining Approval
 - Guidelines
3. The Pay Decision Tool
4. Stock Options Focal Review & Tool



Intuit Confidential
June 1, 2005

1. Headlines

- **Calendar**

- **Intuit's Compensation Plans and...
What's Going On in the Market**

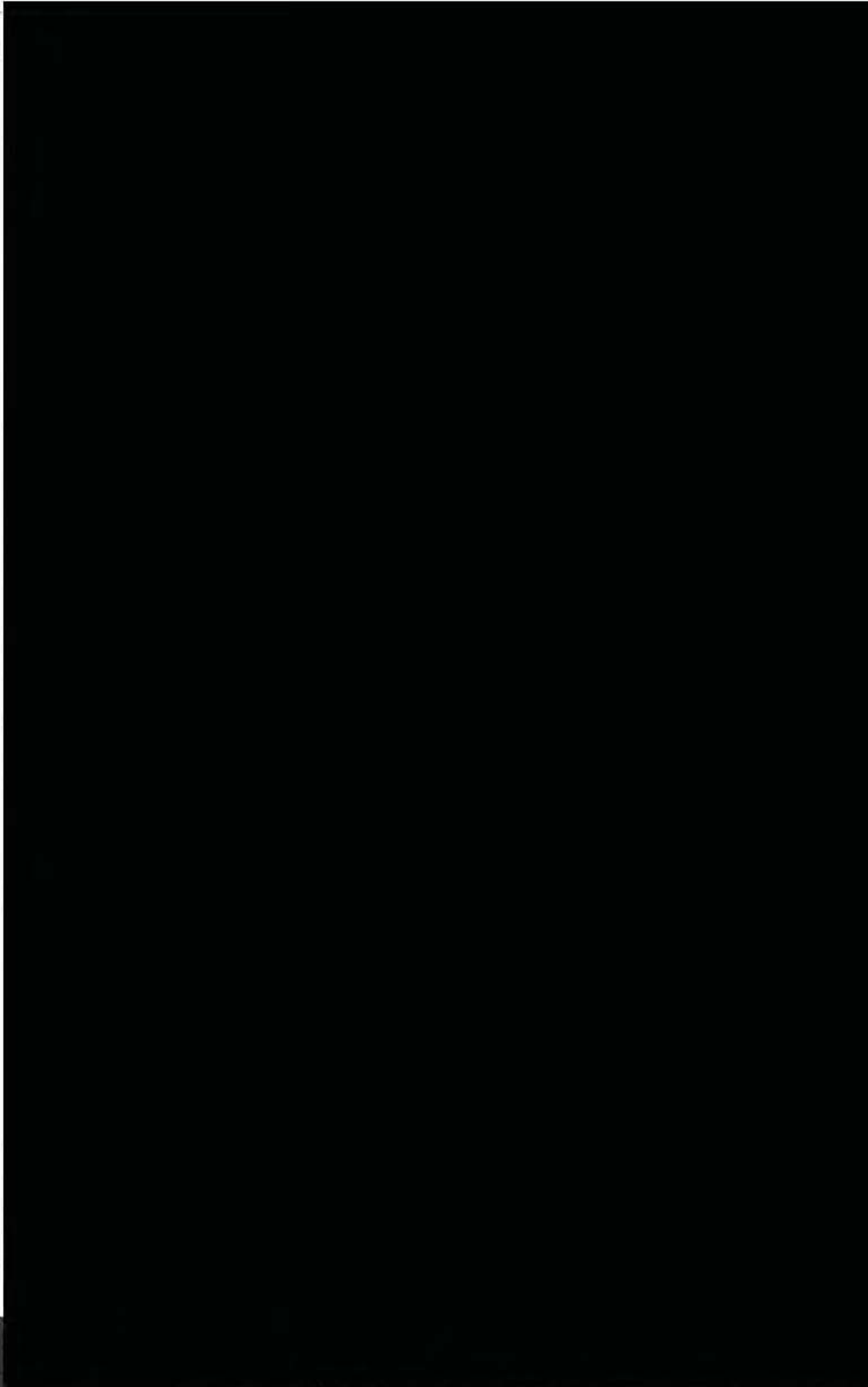
- **Stock Options Update**

- **Your Actions**



Intuit Confidential
June 1, 2005

Our Operating Mechanisms...Pay Decisions



Intuit Confidential
June 1, 2005

Focal Pay Decisions and Options Timeline

May	June	July
[REDACTED]		

PDT - All Level Mgrs

Stock Options Tool - Levels 2&3 Mgrs Only

Note: Two
Different
Tools

[REDACTED]

Intuit Confidential
June 1, 2005

Intuit

Comp Plan Recommendations Based On...

[REDACTED]

[REDACTED]

Average Merit Budget = 3.7% (for those projecting increases)

[REDACTED]

Only 8% of companies reporting a pay freeze,
down from 27% last year

[REDACTED]

Tech industry still experiencing a net decline in employment
Moderate economic growth projected but inflation concerns
Key uncertainties: Labor supply/demand and turnover
Unemployment at 5.2%, down from last year

FY'06 Salary & Recognition Budgets

	Intuit FY'06 Budget
Merit Increases	4.0%
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

No change from '05



Intuit Confidential
June 1, 2005

Incentive Compensation & Stock Options

■ FY05 IPI Guidelines:

- [REDACTED]

[REDACTED]

■ IPI Funding

- [REDACTED]

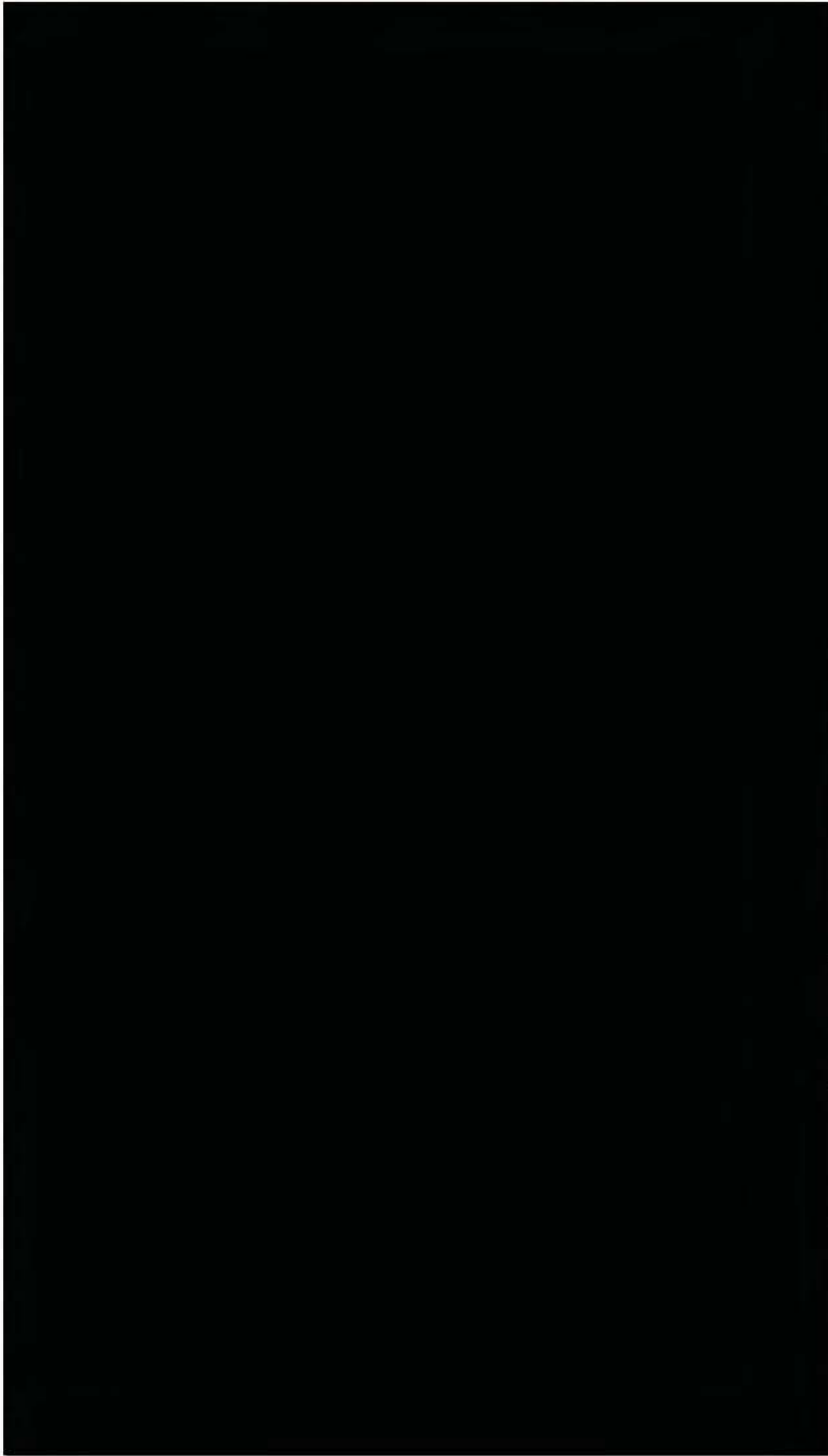
■ Stock Options Focal

- [REDACTED]

Intuit Confidential
June 1, 2005

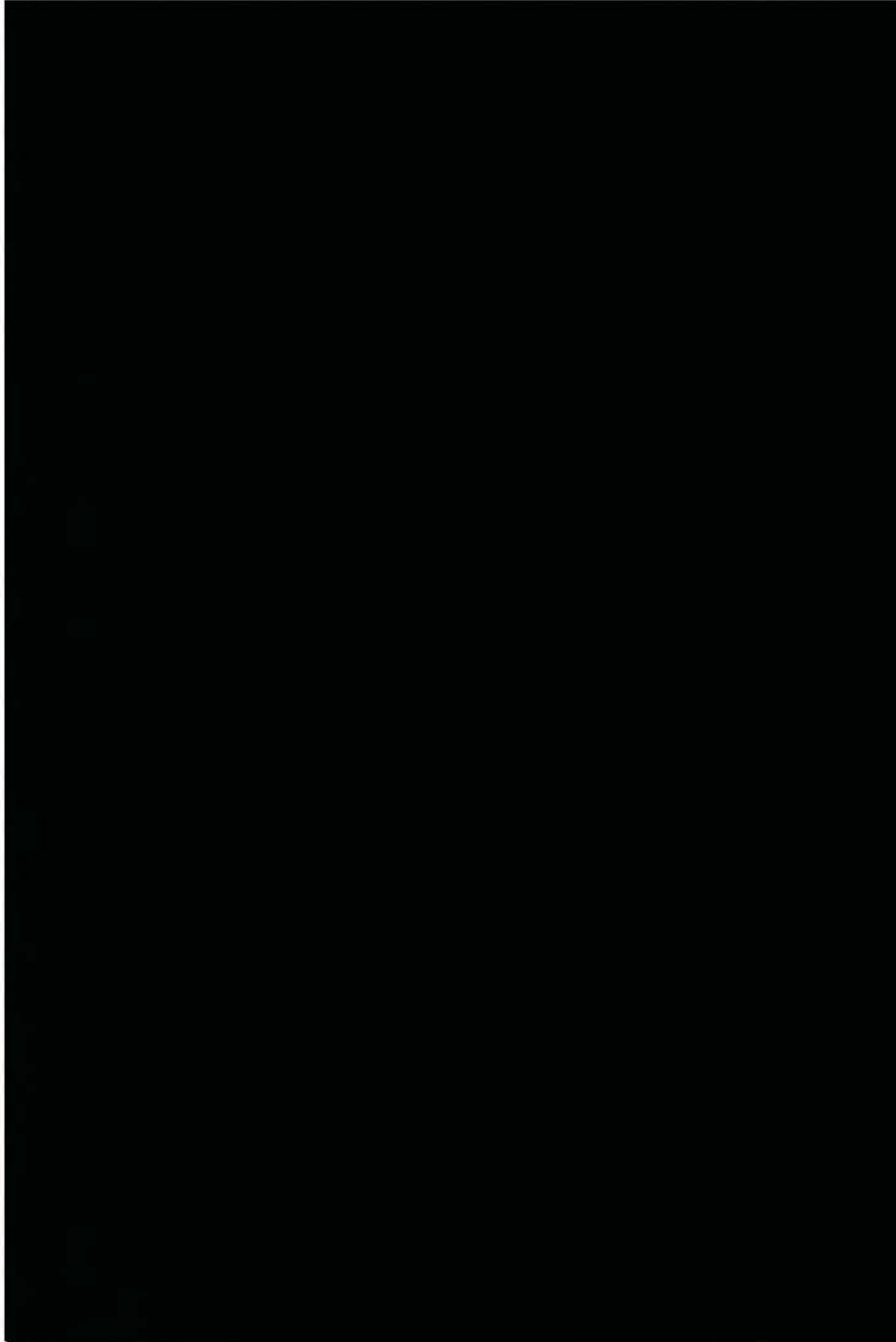


Stock Options Update



Intuit Confidential
June 1, 2005

Stock Options Update



Intuit Confidential
June 1, 2005

Your Action Items



- Closed-loop documentation & communications in August...

Intuit Confidential
June 1, 2005



Differentiating for Performance and Impact...



Intuit Confidential
June 1, 2005

2. Focal Review – The Framework & Context

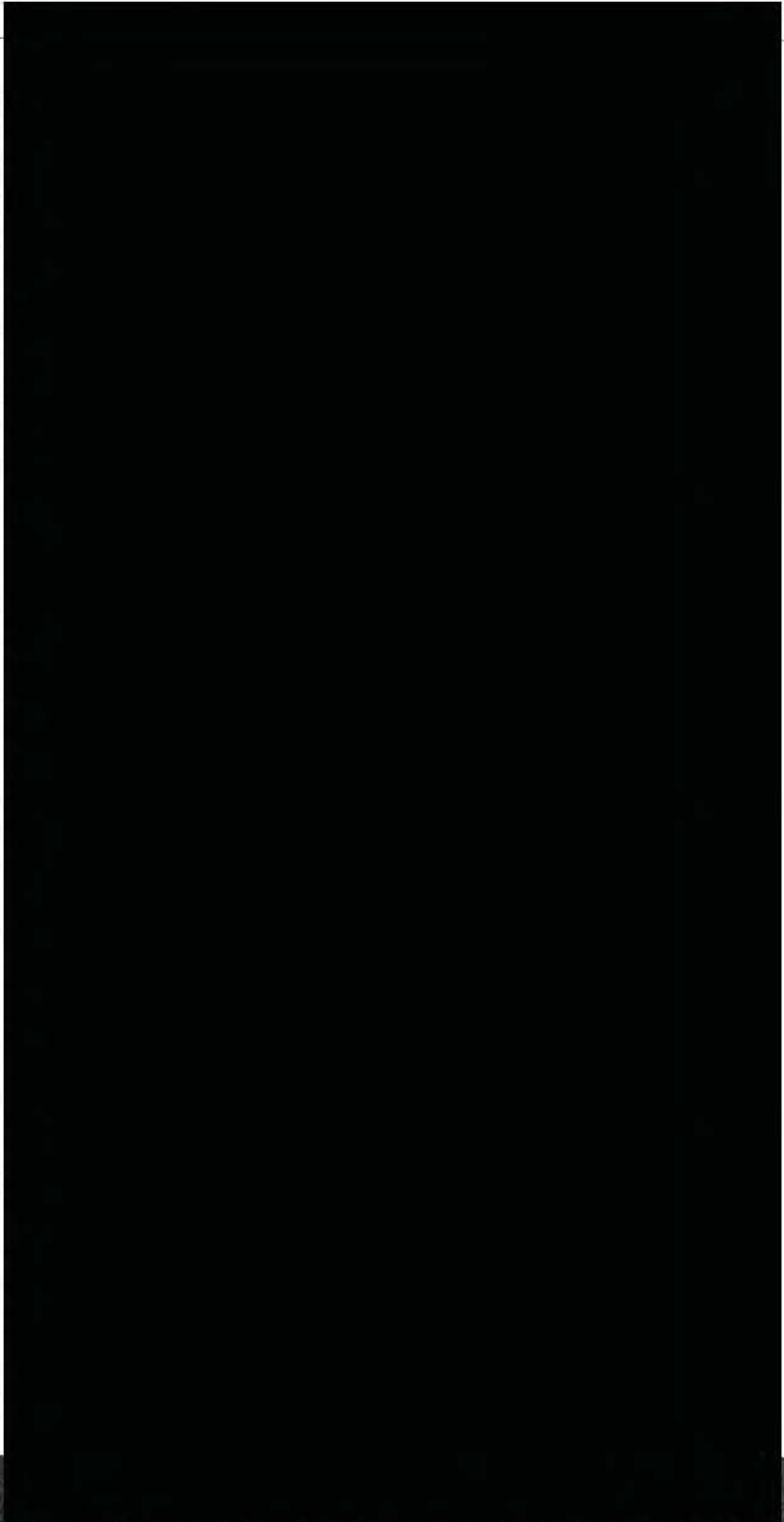
- **The Big Y**
- **Making Pay Decisions: 6 Steps**
- **Performance & Retention**
- **A Calibration Tool**
- **Tips for Gaining Approval**
- **Base Pay & IPI**
- **Stock Options Recommendations**



Intuit Confidential
June 1, 2005

What's Important?

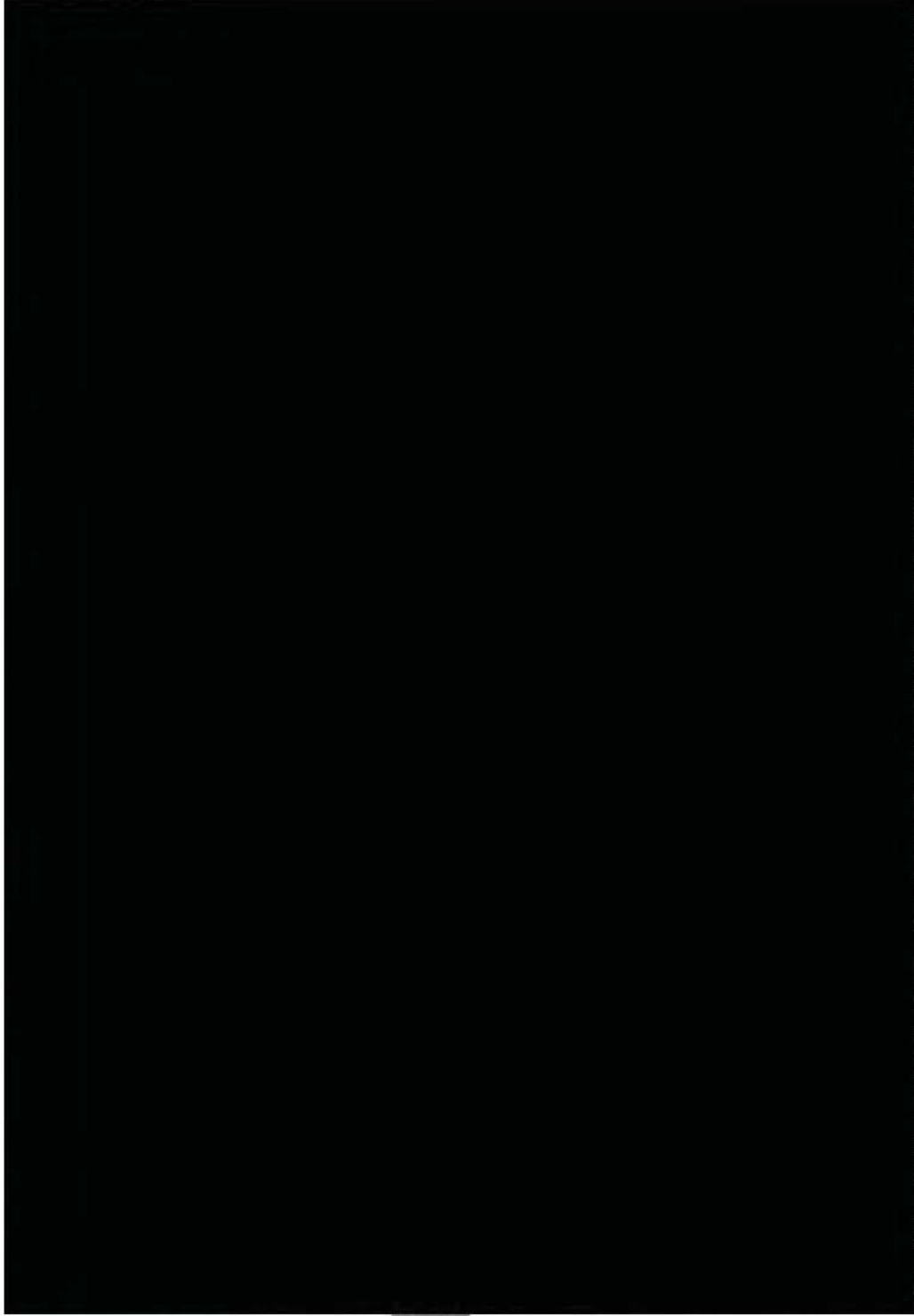
Big Y: Deliver "True North" ... best we can be results for all 3 stakeholders in the current period while building the foundation for a stronger future



2740.15

Review

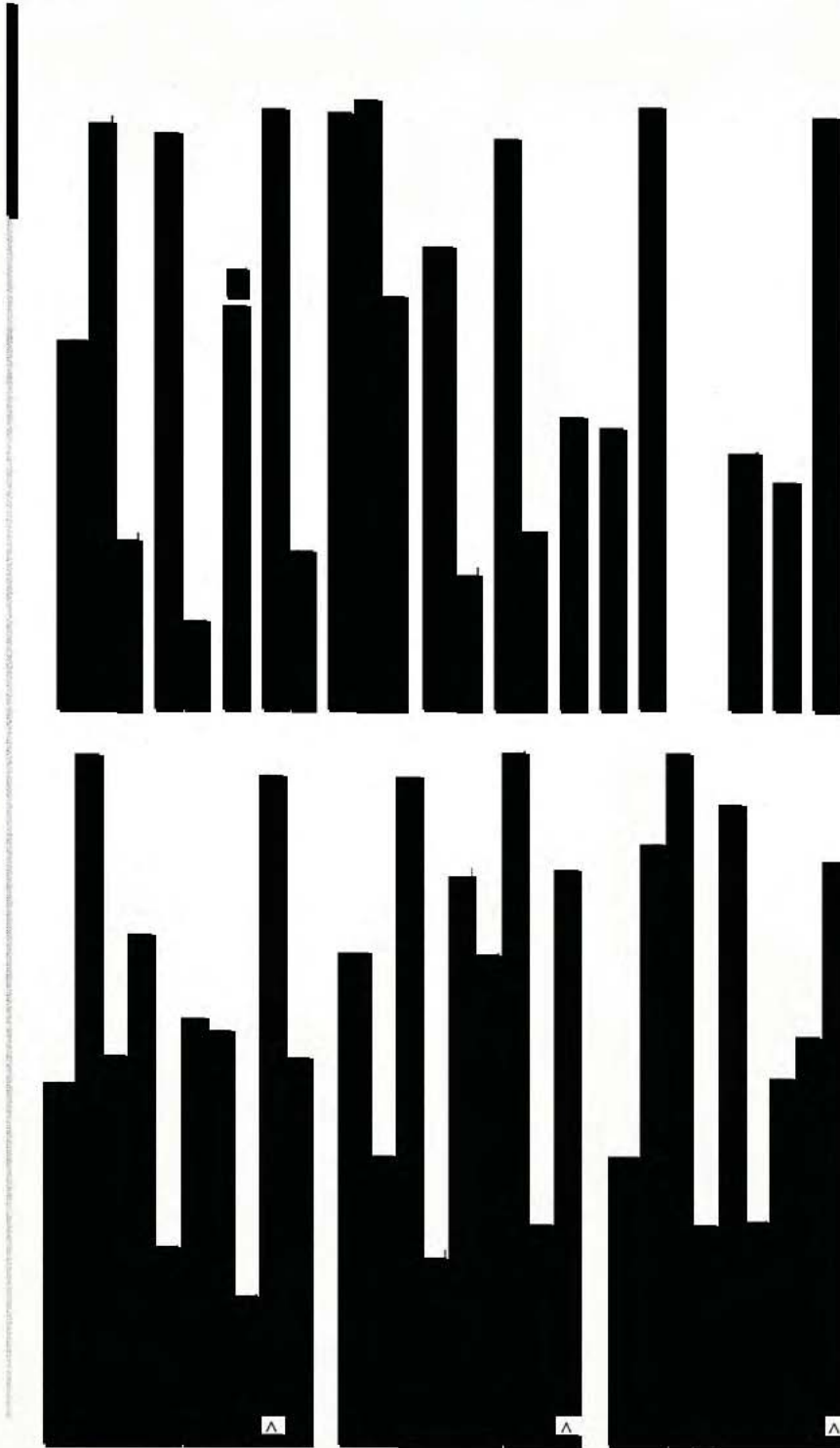
6 Steps in Making an Effective Pay Decision



Intuit

Intuit Confidential
June 1, 2005

Input: Performance Assessment – What & How



The key

How

Intuit Confidential
June 1, 2005

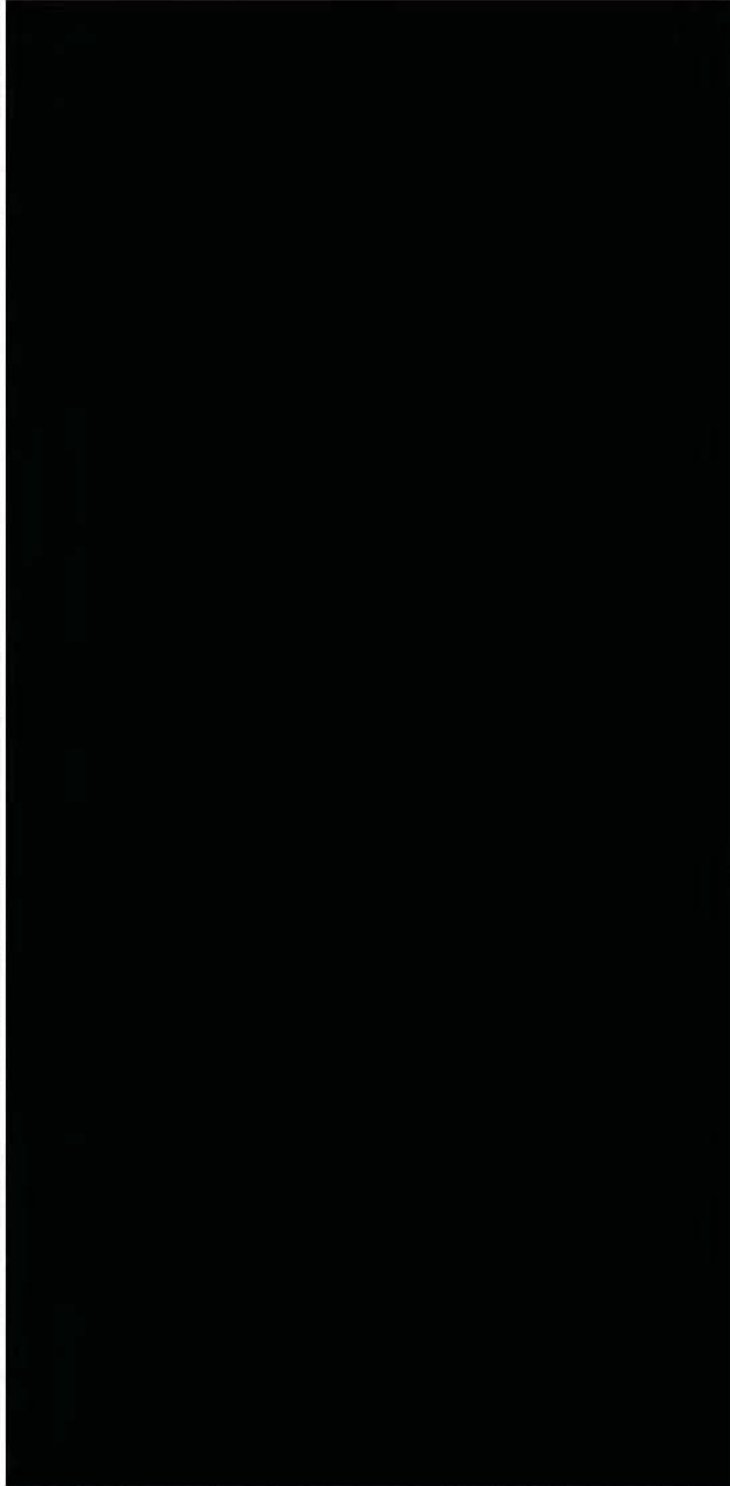


What's the "How" ?



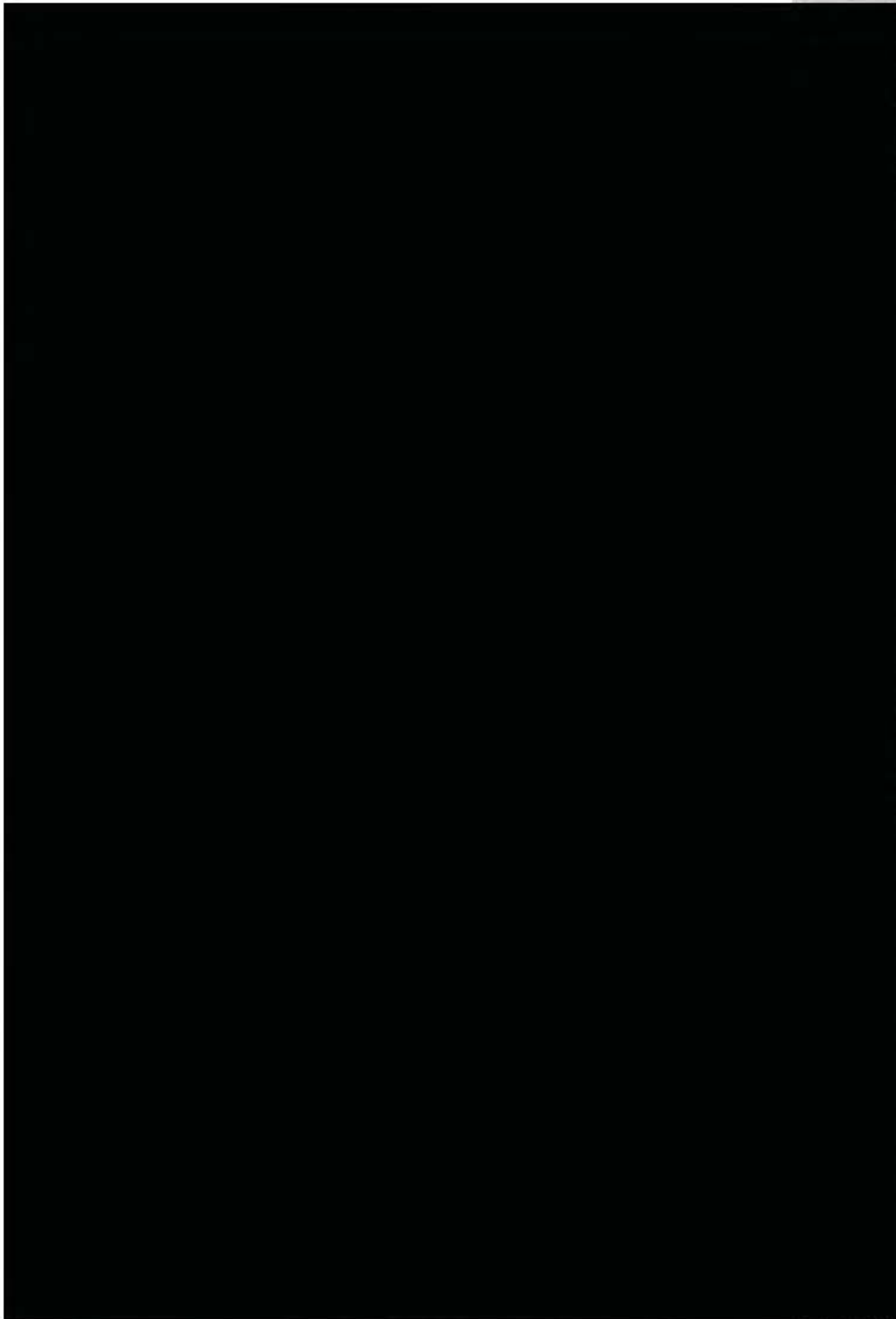
Intuit Confidential
June 1, 2005

Performance Assessment: The "How"



Intuit Confidential
June 1, 2005

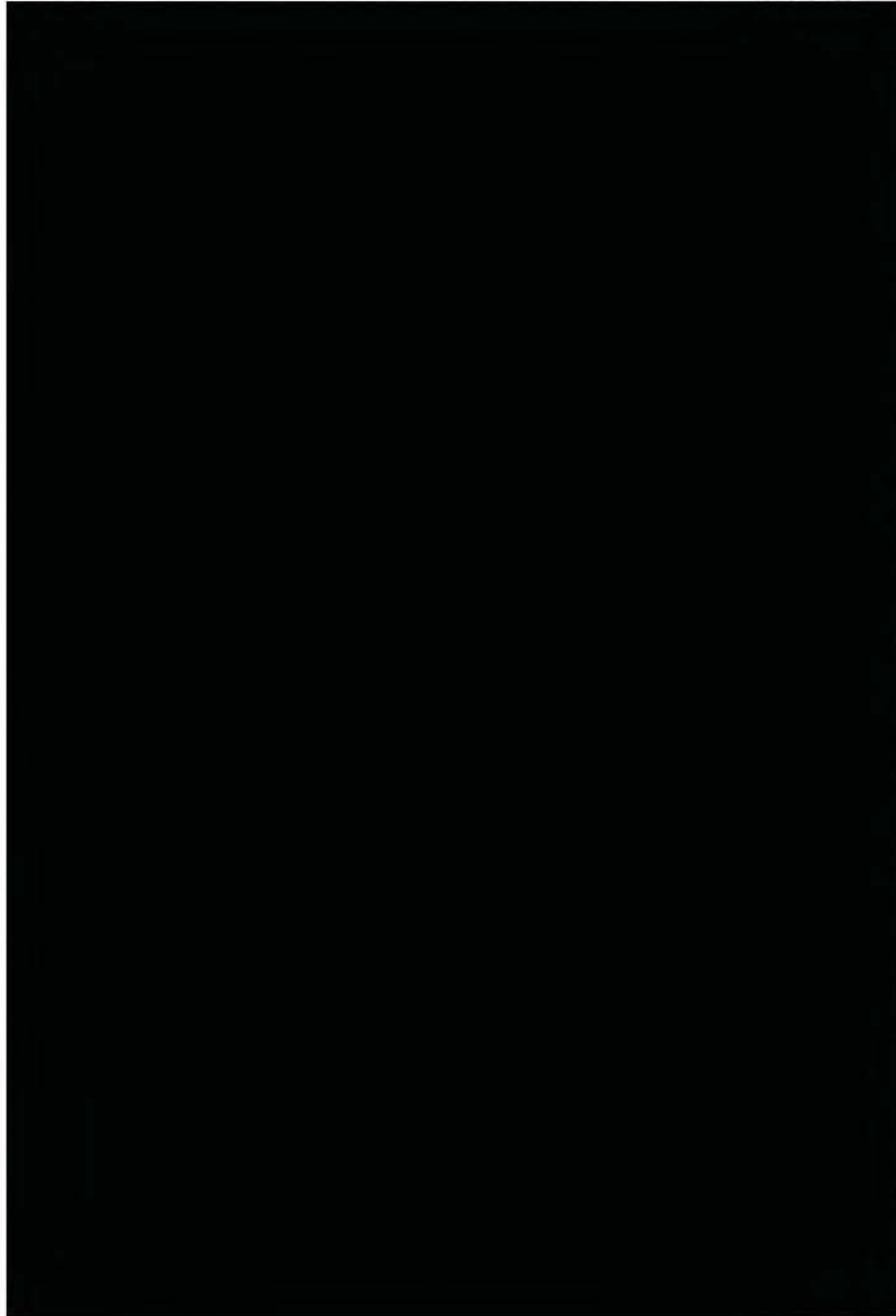
Input: Retention Assessment



Intuit Confidential
June 1, 2005

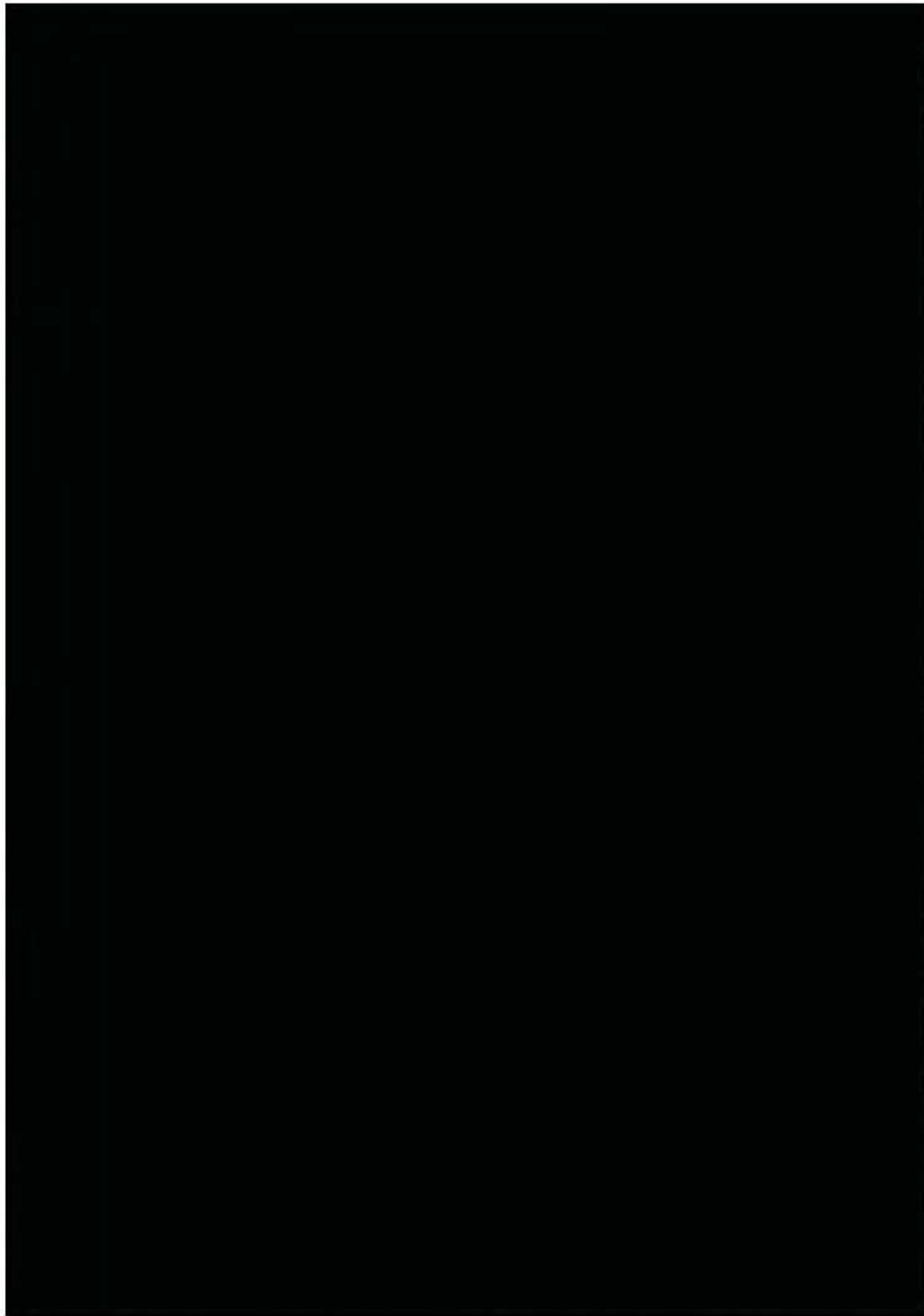
2740.20

Assess and Calibrate Across Organization



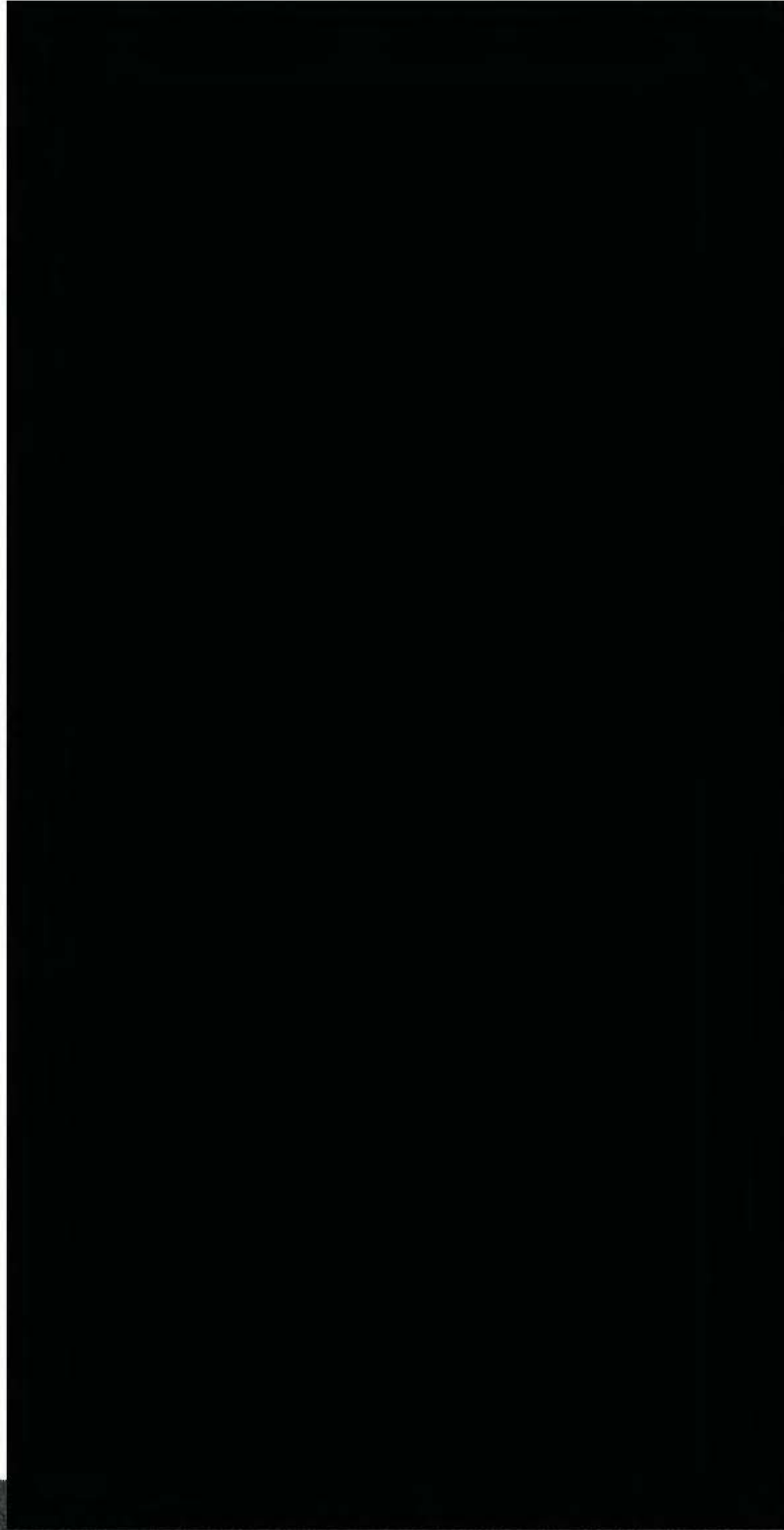
Intuit Confidential
June 1, 2005

A Ranking Tool to Help with Rationale and Clarity



Intuit Confidential
June 1, 2005

What is an Effective Pay Plan? Also Known As, "Tips for Gaining Approval"



Intuit Confidential
June 1, 2005

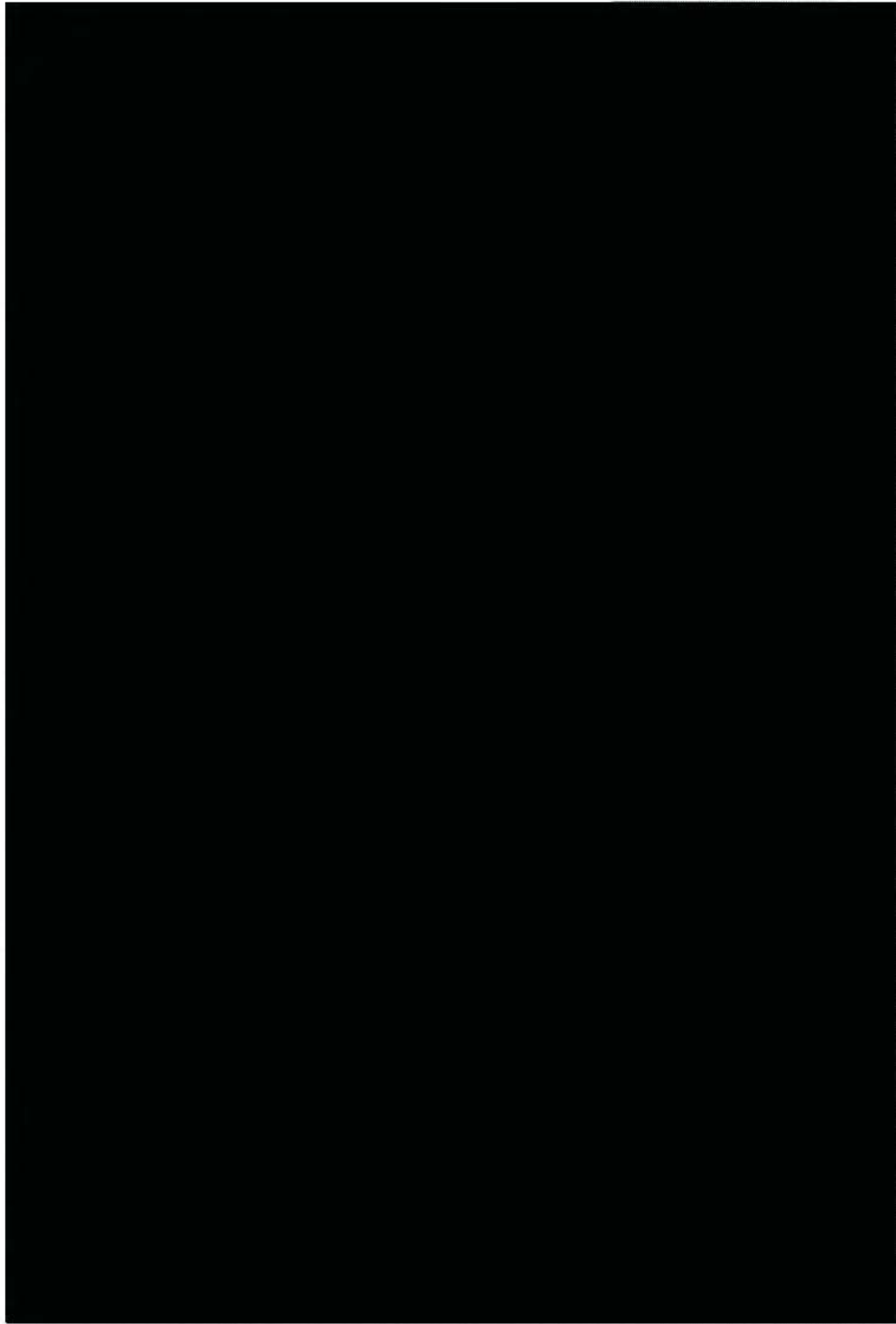


Actions that Raise Eyebrows



Intuit Confidential
June 1, 2005

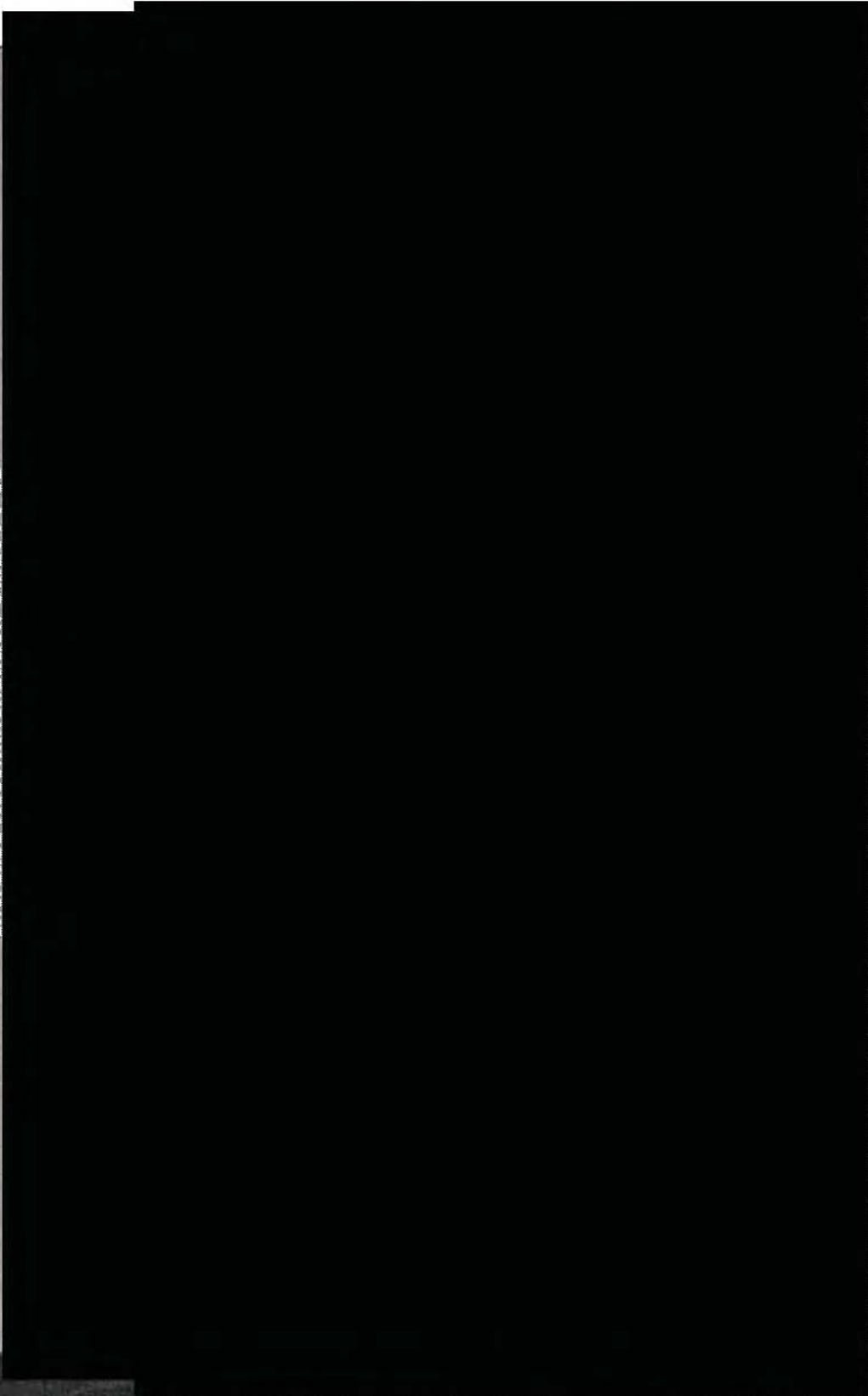
FY 05 – IPI Award Considerations



Intuit Confidential
June 1, 2005

Pay Decision Guidelines...

Increase Recommendation Guide FY'05



Intuit Confidential
June 1, 2005

2740.26

Reports – Individual Worksheet

Summary

Pay for Performance -

[REDACTED]

Focal Pay Decisions

[REDACTED]

Promotion Information

[REDACTED]



Intuit Confidential
June 1, 2005

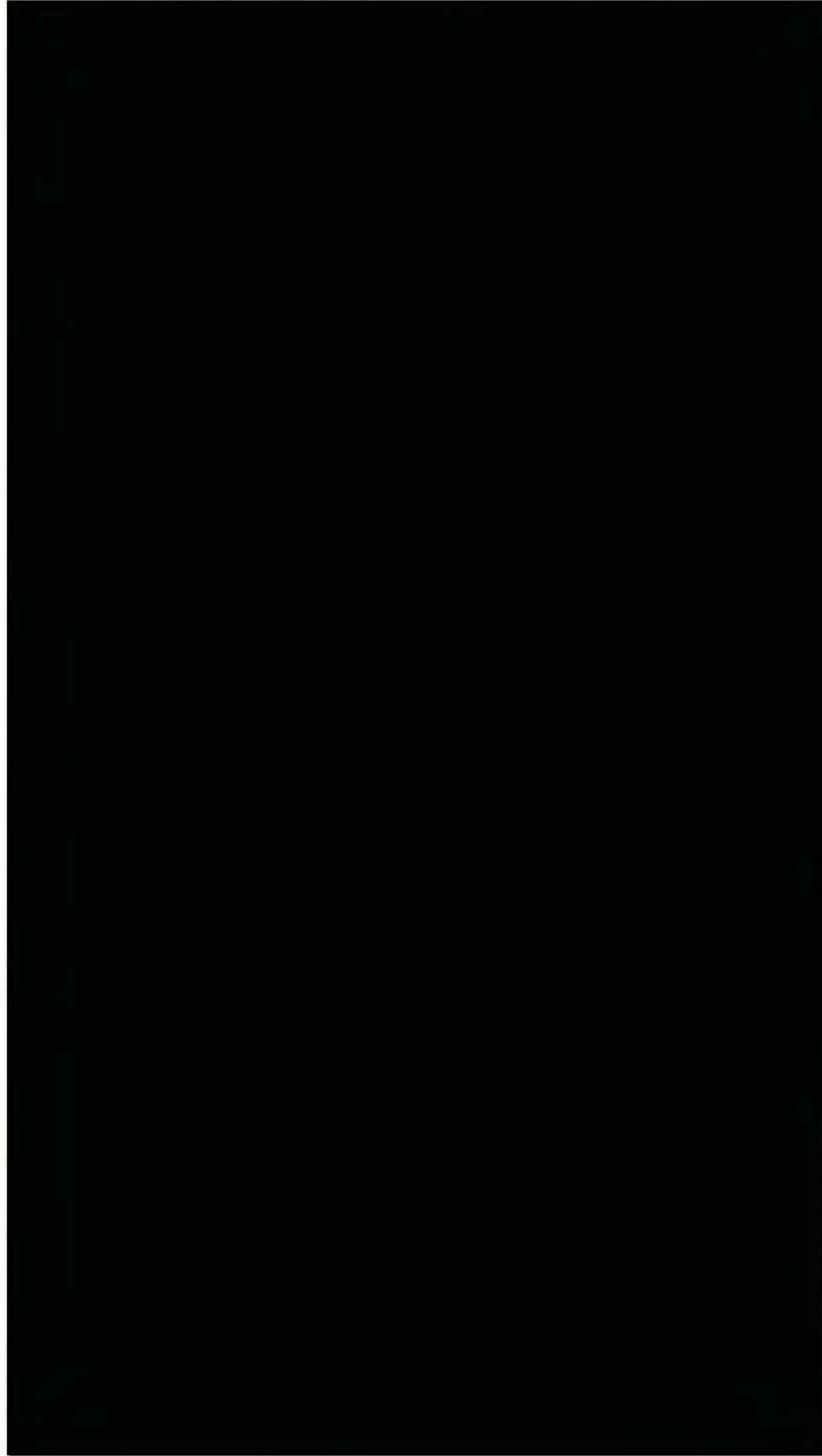
Stock Option Focal Review

How It Works...

Intuit Confidential



How it Works...

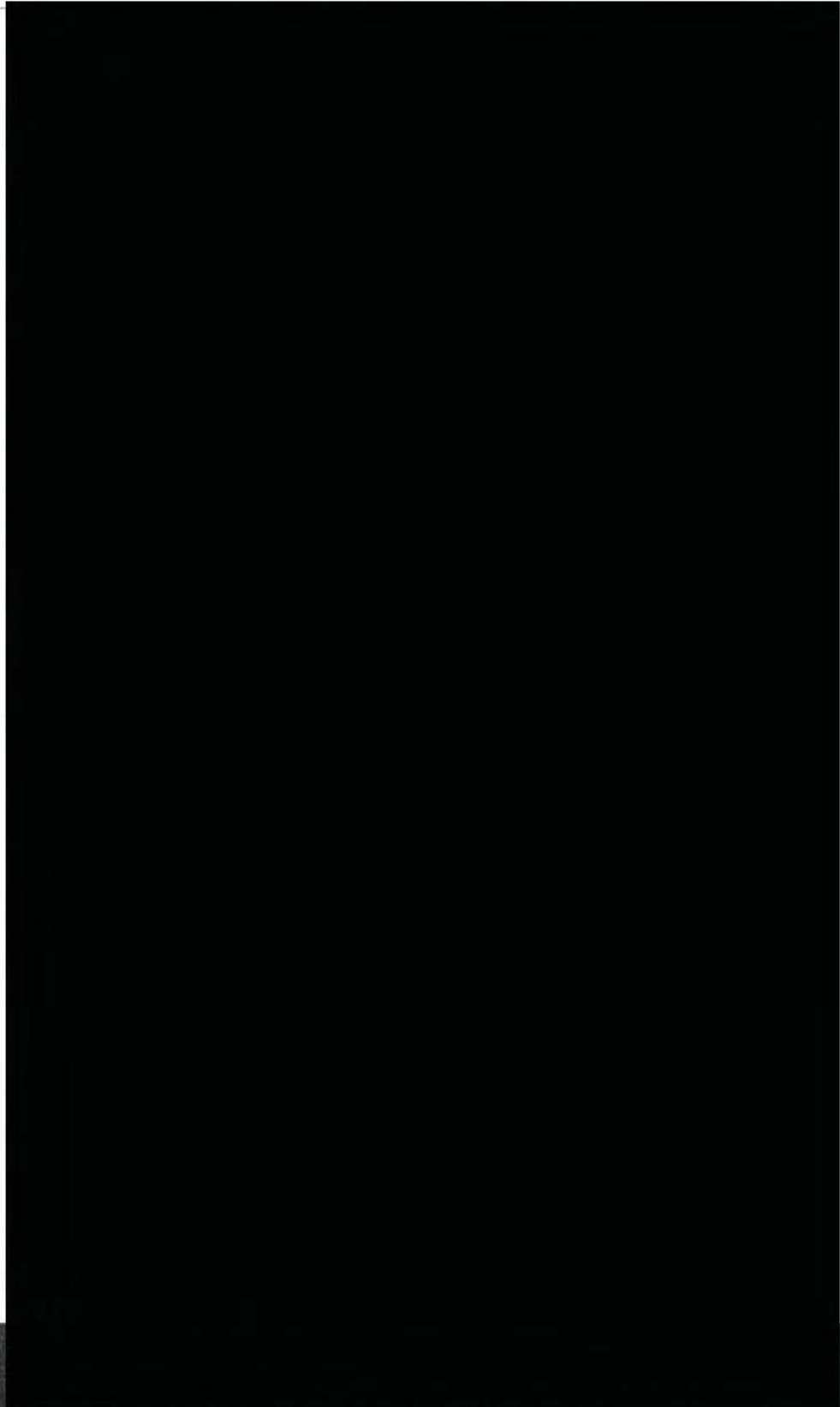


Intuit Confidential
June 1, 2005

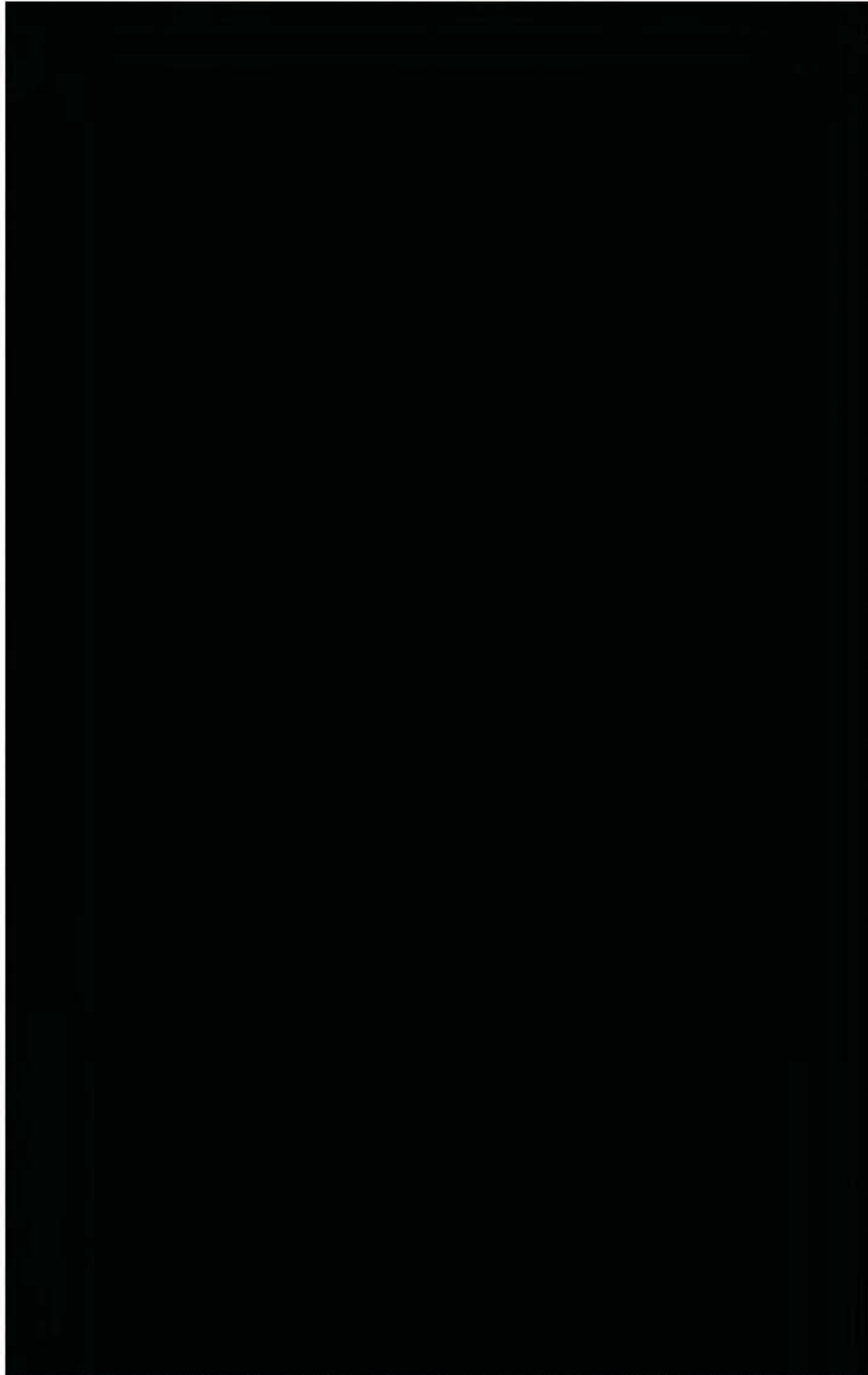


Projected "9-Blocker" for 2005 Stock Options Grant

(Confidential – Not for Distribution...EXAMPLE only - %'s may change)



Options Guidelines...An Example

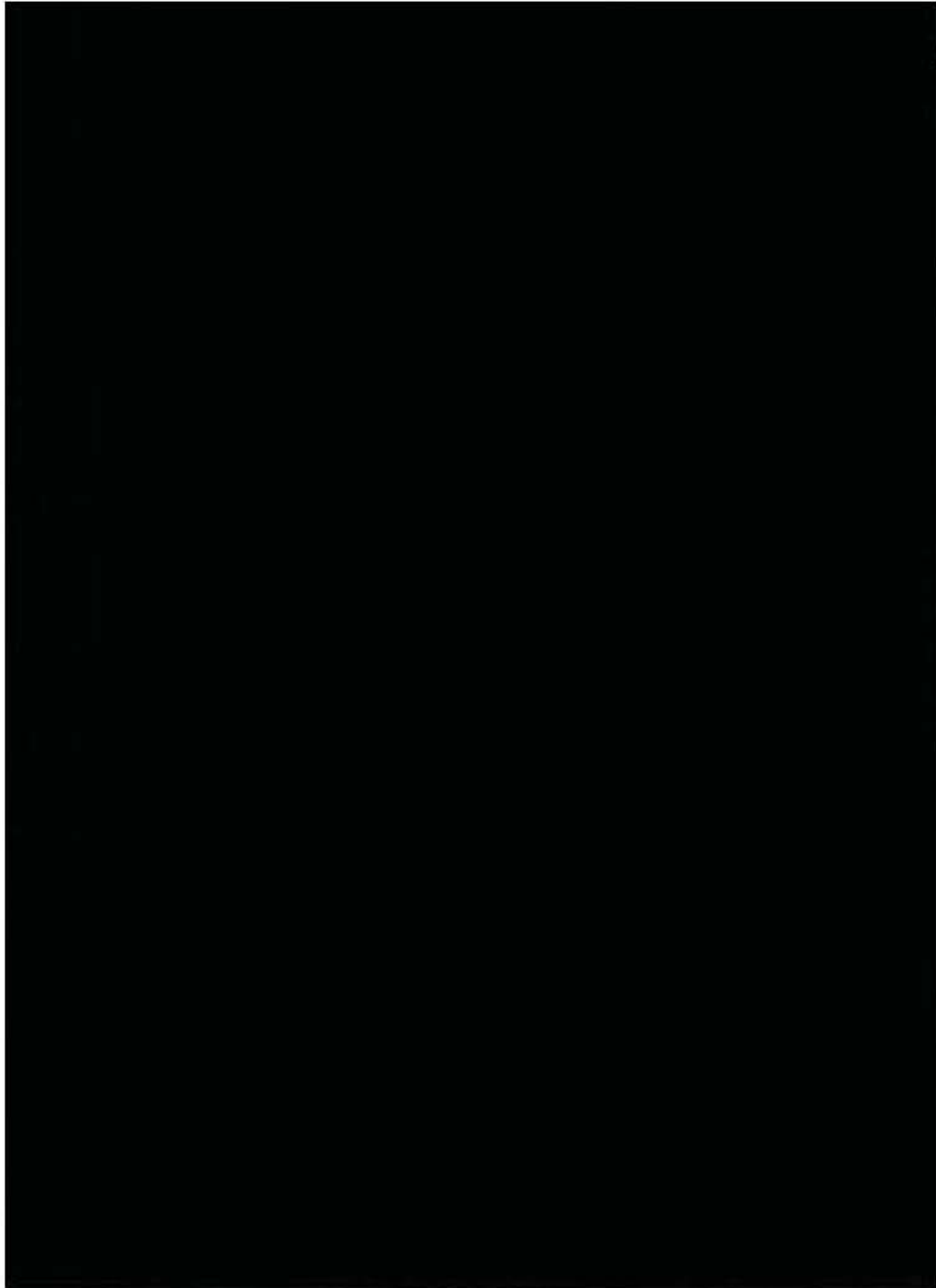


Intuit Confidential
June 1, 2005



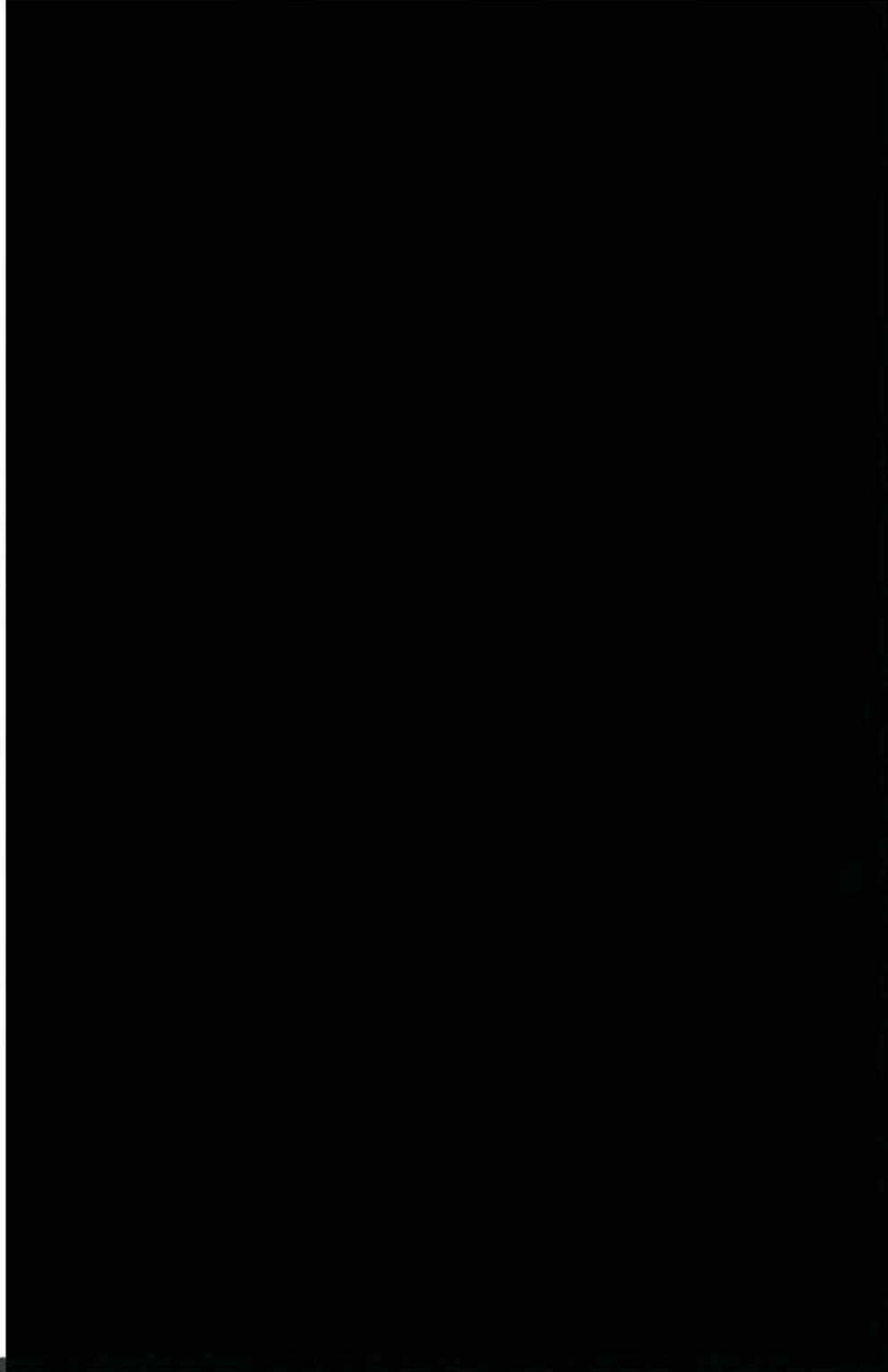
Focal Guidelines...An Example for Jan Doe

(example only - %'s may change)



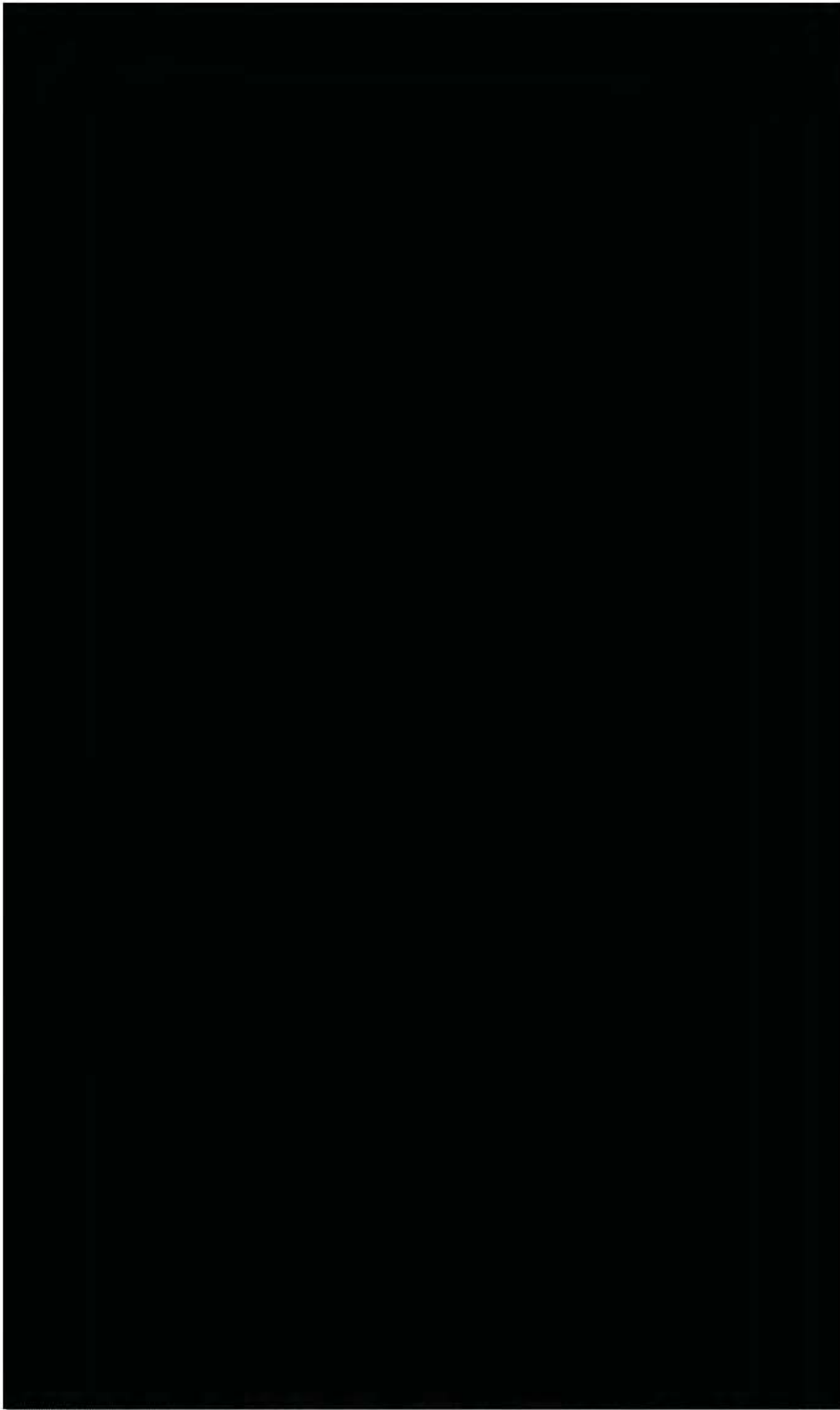
Intuit Confidential
June 1, 2005

Other Considerations



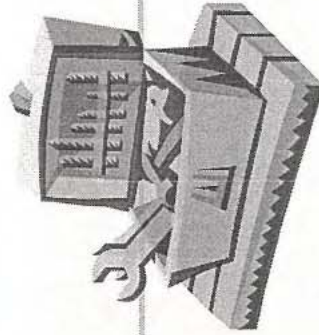
Intuit Confidential
June 1, 2005

A Reminder...Role of Manager – New Hires



Intuit Confidential
June 1, 2005

3. The Pay Decision Tool (PDT) ...A Quick Intro



Intuit Confidential

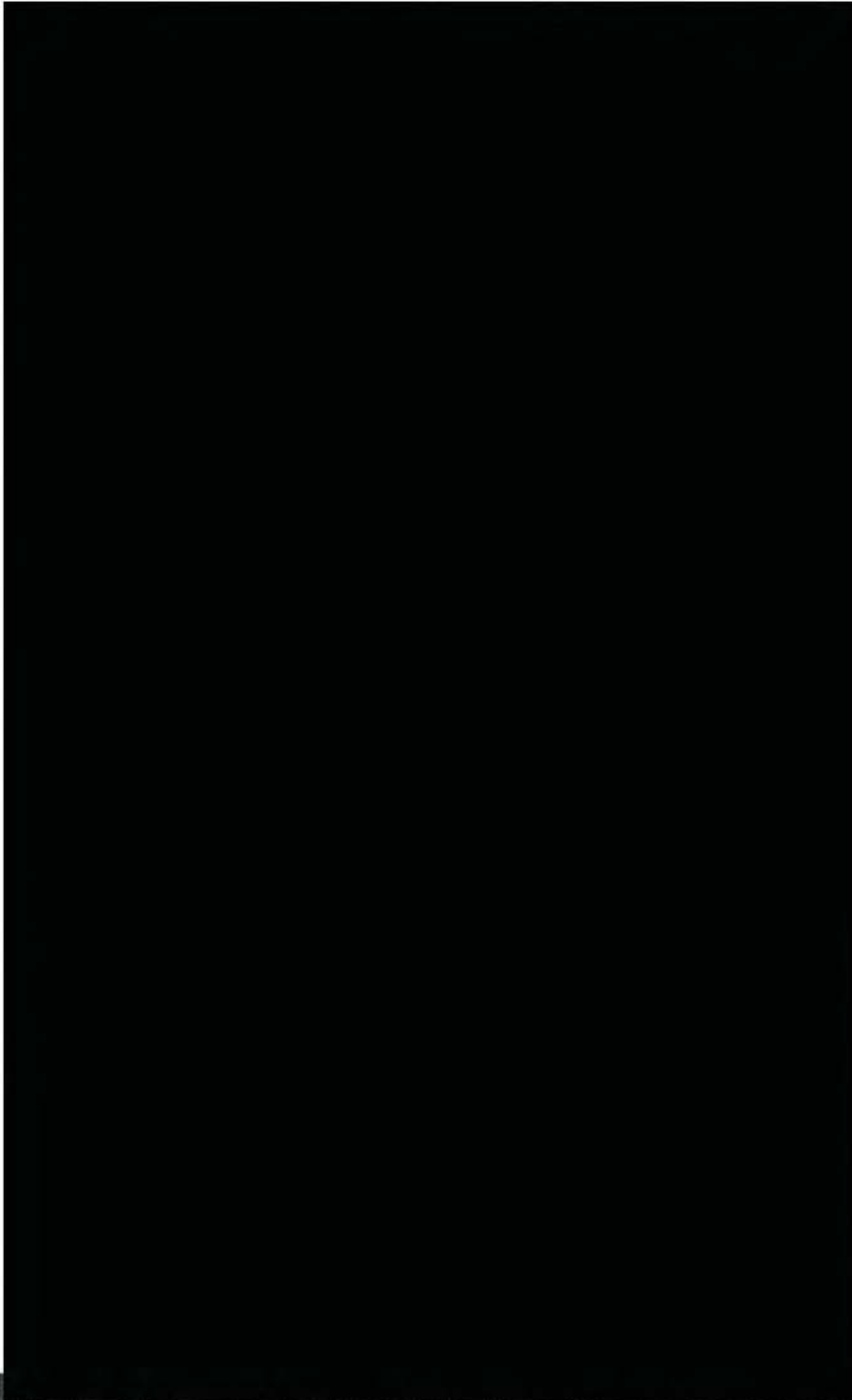
The Pay Decision Tool

Web-based Pay application...enables modeling and recommendations for the following actions:



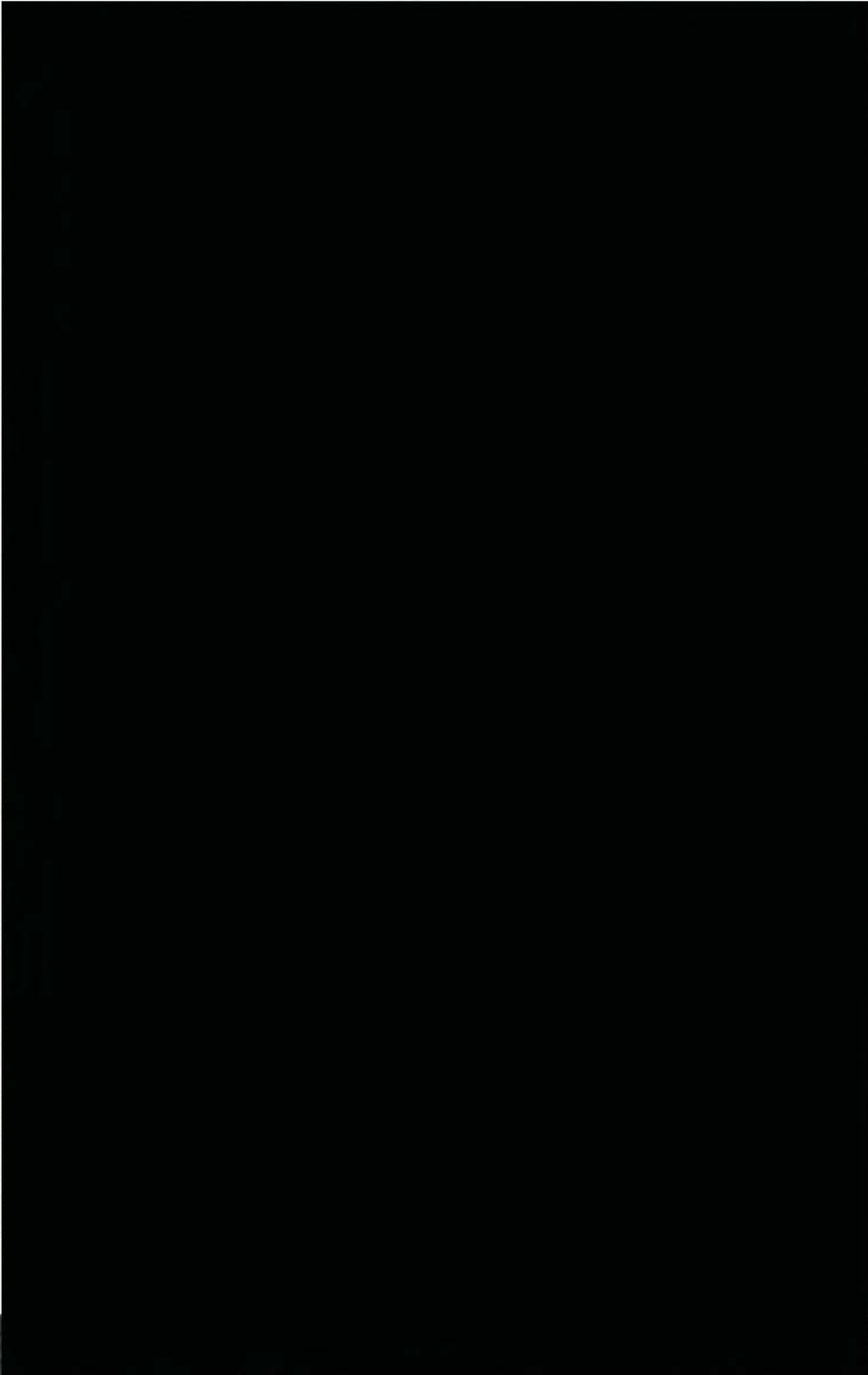
No Stock Options At This Time In Tool

Eligibility



Intuit Confidential
June 1, 2005

Prorated Actions

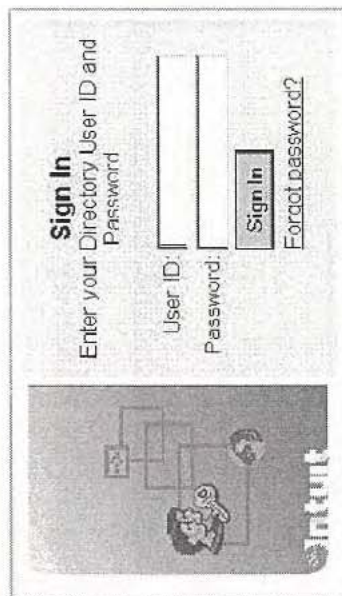


Intuit Confidential
June 1, 2005

Log On

Pay Decision Tool

Intuit



1. Enter Directory Login and Password. The Directory Login and password are the same Directory Login and password that is used for the Directory Toolbox.
2. Click the Sign In button.